Equal Opportunity Representative (EOR) Course Army

Presented by

The Massachusetts National Guard Human Resources Office

Equal Employment Office

Equal Opportunity Entering Active Duty Status

Employees entering Active Duty from a technician position, AGR or from civilian employment need to know their rights under the law of Equal Opportunity.

Equal Opportunity Members

As Active Duty members activated under Title 10 USC, your rights fall under AR 600-20 (Army) and AFI 36-2706 (Air).

Equal Opportunity Process System (Army)

Informal Complaints

An informal complaint is any complaint that a soldier or family member does not wish to file in writing and alleges unlawful discrimination or unfair treatment on the basis of race, color, religion, gender and national origin.

Equal Opportunity Process System (Amy)

Formal Complaints

A formal complaint is one that a complainant files in writing and swears to the accuracy of the information. An individual files a formal complaint using DA Form 7279R.

Equal Opportunity Time Lines

Soldiers have 60 calendar days from the date of the alleged incident in which to file a formal complaint.

Equal Opportunity Filing Process

The complainant should file his or her complaint with the commander at the lowest echelon of command at which the complainant may be assured of receiving a thorough expeditious and unbiased investigation of the allegations.

Equal Opportunity Process

Commander's Action

- Ensure the complainant has sworn to the complaint.
- Report the formal complaint to the first General Court-Martial Convening Authority.
- Conduct investigation or appoint individual.
- Establish and implement a plan to protect the complainant against reprisal.

Equal Opportunity Process

Commander's Timelines

- After receipt of the complaint, the commander to whom the complaint was given has 14 days to conduct investigation.

Commander's Actions

- Once the investigation is completed, the complaint may be found substantiated or unsubstantiated.

Equal Opportunity Process

Commander's Actions (cont)

- Substantiated Allegation – Commander can take administrative action i.e. discharge, bar to re-enlist, reduction, admonition, etc. or process under UCMJ for violations of Army policy.

Equal Opportunity Process

Commander's Actions (cont)

- Unsubstantiated allegation – The commander will inform the complainant in writing of the findings with a redacted copy of the results of investigation.

Equal Opportunity Appeals

- Complainant has the right to appeal the commanders decision to the next higher command in his or her chain of command within 7 calendar days following the notification of the results of an investigation by his or her command.
- Commander has 3 calendar days to forward appeal.

Equal Opportunity Appeals (cont)

- The command to which the appeal has been forwarded has 14 days to review and act on the appeal.
- Complaints that are not resolved at brigade level may be appealed to the General Courts-Martial Convening Authority.
- Decisions at this level are final.

The National Guard
Massachusetts
For over 363 years . . . Always Ready. Always There.

Questions?